

EDITED KSA LISTING

CLASS: NURSE PRACTITIONER, CORRECTIONAL FACILITY

NOTE: Each position within this classification may be required to possess all or some of these knowledge, skills or abilities.

#	Knowledge, Skill, Ability
	Knowledge of:
K1.	Advanced knowledge of current trends, established theories, ethics, and laws/regulations of professional nursing practices in relation to the Nurse Practitioner role in order to ensure that your duties fall within the scope of practice, educate others about the Nurse Practitioner role, and provide guidance and leadership to custody and nursing staff.
K2.	Basic knowledge of principles and practices of clinical assessment of common health problems, including the signs and symptoms, treatments, tests, and prevention of communicable diseases, chronic diseases, and other disabling conditions, in order to diagnose diseases and conditions and make recommendations for appropriate treatment.
K3.	Basic knowledge of principles of physical and mental health, normal development, and functions of body systems (e.g., circulatory, reproductive, digestive, etc.) in order to differentiate between normal and abnormal physical and mental functioning and make appropriate recommendations, when indicated, for testing and treatments.
K4.	Basic knowledge of continuity of care in order to monitor the patient's progress, confirm patient and medical team compliance with the treatment regimen, and adjust the treatment regimen as needed.
K5.	Basic knowledge of health care resources (e.g., institutional medical resources, medical contracts, drug formulary, consultation with outside specialists, etc.) in order to assure proper and timely indicated referrals are carried out, design appropriate treatment plans, and make adjustments to patient's treatment as necessary.
K6.	Basic knowledge of Basic Life Support (BLS) and Advanced Cardiac Life Support (ACLS) in order to ensure that appropriate emergency intervention is provided to stabilize the patient's condition and prevent further decompensation.
K7.	Advanced knowledge of the signs of a serious illness, condition, or medical emergency in order to provide immediate care and/or refer the patient to an appropriate physical or mental health provider for higher level of care/treatment/stabilization.

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#	Knowledge, Skill, Ability
	Skill to:
S1.	Skill to work effectively with inmate/ward patients in order to assist them with physical, mental and social health problems, and provide medically necessary treatment.
S2.	Skill to communicate sensitive and complex information to inmate/ward patients, custody and medical staff, physicians, supervisors/managers, etc. in order to educate about diseases, conditions, treatments, patient needs, medications, available resources, etc. to encourage patient and medical staff compliance with the treatment plan, maintain effective working relationships, share information with medical and custody staff when appropriate, make diagnoses, participate in strategic planning and forecasting for needed changes in the unit, program, or institution, etc.
S3.	Skill to document clear, informative, and accurate medical information (e.g., charts, records, reports, chronos, etc.) and other materials in order to share information, when appropriate, with medical and custody staff or outside agencies (e.g., consultants, court monitors, etc.).
S4.	Skill to recognize social problems and inmate/ward behaviors (e.g., drug and alcohol abuse, obesity, tobacco use, nutrition, illiteracy, high-risk behaviors, etc.) in order to improve patient's general health, gain compliance, formulate, and adjust treatment plans as appropriate, etc.
S5.	Skill to participate in the development of standardized procedures in order to provide input and share information about the nursing practice act, nurse practitioner scope of practice, and court-ordered changes.
S6.	Skill to conduct physical examinations which include eye, ear, nose, throat, thorax, abdomen, pelvic, rectal, orthopedic, and general physical development in order to treat physical diseases, injuries, medical disorders, etc. and diagnose per standardized procedures.
S7.	Skill to interpret laboratory tests, diagnostic studies, consultant recommendations, etc. in order to improve patient's general health, gain compliance, formulate, and adjust treatment plans as appropriate, etc.
S8.	Skill to utilize the various types of electronic and/or manual recording and information systems used by the department (e.g., computers, electronic record databases, etc.) in order to use the equipment appropriately, ensure that confidentiality is maintained, and that information is entered and accessed correctly.

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	Special Personal Characteristics:
SPC1.	Patience, diplomacy, and leadership in order to maintain a professional therapeutic environment in the institution, maintain self-control in hostile situations, develop an empathetic understanding of staff and inmates, accept fluctuations in inmates' behavior and mental condition, adjust to changes in the institutional setting (e.g., lockdowns, riots, overcrowding, etc.), and respond to changes in custody requirements, court mandates, departmental policies and procedures, etc.
SPC2.	Alertness in order to maintain a safe and secure environment for self and others, and to anticipate problems (e.g., harm to self or others, escapes, gang activity, change in an inmate's physical functioning, etc.).
SPC3.	Have and maintain sufficient strength, agility, and emotional stability to perform during stressful situations encountered on the job without compromising the patient's health and well-being or that of fellow employees in order to provide a consistent environment, and maximize health care administered, etc.

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	Working Conditions:
WC1.	Willingness to have and maintain a current license as a Registered Nurse in the State of California.
WC2.	Willingness to have and maintain current certification as a Nurse Practitioner by the Board of Registered Nurses in the State of California.
WC3.	Willingness to work at youth and adult correctional facilities treating inmate/ward patients.
WC4.	Willingness to have and maintain a neat personal appearance and good personal hygiene.
WC5.	Willingness to prevent escape and injury by inmate/ward patients to themselves, others or to property.
WC6.	Willingness to have and maintain valid CPR certification.
WC7.	<i>Willingness to respond to changes in the workplace in a positive, professional manner.</i>
WC8.	Willingness to comply with annual tuberculosis screening requirements.
WC9.	<i>Willingness to promote positive, collaborative, professional working relations among co-workers.</i>
WC10.	<i>Willingness to accept constructive criticism and respond appropriately.</i>
WC11.	Willingness to interact professionally with people (e.g., contract staff, inmates, wards, and other agency personnel) from a wide range of cultural backgrounds in the course of completing work tasks and assignments.
WC12.	Willingness to work in a team environment, including inter-disciplinary teams.
WC13.	<i>Willingness to work various schedules (e.g., day shift, swing shift, night shift), overtime and on-call hours as required.</i>

Bold text-indicates not on Classification Spec.

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WC14.	Willingness to work around armed peace officers.
WC15.	Willingness to comply with departmental safety and security procedures.
WC16.	Willingness to provide medical treatment to inmate/ward patients.
WC17.	<i>Willingness to travel to work sites away from assigned work location, which could require extended hours of work and/or overnight or multiple-day trips.</i>
WC18.	<i>Willingness to work at remote work sites and locations alone or with very little interaction with co-workers and/or others.</i>
WC19.	Willingness to provide care to inmates/wards who are developmentally or mentally disabled.

Subject Matter Experts did not rate the Working Conditions but agreed that all of them were necessary to work as a Nurse Practitioner, CF.

*items in italics are Working Conditions, items in regular print are job requirements.